



California Public Employees' Retirement System
Human Resources Division
P.O. Box 942718
Sacramento, CA 94229-2718
TTY: (916) 795-3240
(916) 795-3065 phone • (916) 795-4011 fax
www.calpers.ca.gov

Agenda Item 3b

December 13, 2011

TO: MEMBERS OF THE PERFORMANCE AND COMPENSATION COMMITTEE

- I. SUBJECT:** Changes in Senior Portfolio Manager and Portfolio Manager Performance Plans
- II. PROGRAM:** Administration
- III. RECOMMENDATION:** Information
- IV. ANALYSIS:**

The Chief Executive Officer has been delegated the review of quarterly status reports and approval of changes in performance plans for Senior Portfolio Manager and Portfolio Manager positions. Changes are to be reported through the Performance and Compensation Committee to the Board. The purpose of this item is to report changes that the Chief Investment Officer and the Chief Executive Officer have approved.

Individual changes have been approved in the performance plans of four (4) Senior Portfolio Managers and thirteen (13) Portfolio Managers. None of the changes delays the completion of performance measures beyond the end of the fiscal year. The changes are summarized in the attachment to this item.

In accordance with the program policies and procedures, changes of the quantitative measures listed in the attached summary have been reviewed for clarity by the investment consultant. The incumbents have been made aware of the changes.

V. STRATEGIC PLAN:

Under Goal III of the Strategic Plan, CalPERS is committed to sustaining a high performance work culture. This can be accomplished at the highest executive levels through the establishment of methods that provide broad flexibility in the recruitment, retention and compensation of key personnel.

VI. RESULTS/COSTS:

The establishment of performance plan measures is critical to the management of a competitive compensation program for executives at the highest levels of the organization. This, in turn, is critical to the success of the organization. The cost

of performance awards that might arise from the recommendations in this item will be funded from existing resources.

KATRINA S. HAGEN
Chief
Human Resources

STEPHEN W. KESSLER
Deputy Executive Officer
Operations and Technology

Attachment